



**UNITED STATES MISSION TO THE UNITED NATIONS
NEW YORK**

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HC-01-20

The United States Mission to the United Nations presents its compliments to the Permanent Missions and Observer Offices to the United Nations and has the honor to refer to its circular diplomatic note [HC-94-18](#) dated December 6, 2018 regarding the employment of domestic workers who are in the United States in nonimmigrant G-5 status. The Permanent Missions and Observer Offices will note that for all hours worked, such domestic workers must be paid the greater of the minimum wage under U.S. federal or state law or the wage in the specific location (City and State) of the residence where the domestic worker is employed.

The United States Mission wishes to inform the Permanent Missions and Observer Offices that according to Article 19 of the New York State Labor Law, all employees in New York State, including domestic workers, must be paid at least the applicable hourly wage rate. The City of New York has updated its minimum wage requirement to \$15.00 per hour for the period beginning December 31, 2019 and ending December 30, 2020. The current minimum wage rate for Long Island and Westchester is \$13.00 and the remainder of New York State is 11.80 for each hour worked. The current minimum wage rate for employers in of the State of New York may be found online at the New York State Department of Labor website:

<https://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm>

In accordance with N.J.S.A. 34:11-56a4(c)., effective January 1, 2020 and ending December 31, 2020, the State of New Jersey has updated its minimum wage to \$10.30 for each hour worked for employers with less than six employees. The current minimum wage rate and further information on scheduled increases may be found online at the New Jersey's Department Labor website: https://www.nj.gov/labor/wagehour/wagehour_index.html

In accordance with Connecticut General Statute §31-58, as amended by Public Act 19-4, effective October 1, 2019, the Connecticut Department of Labor has increased its minimum wage to \$11.00 for each hour worked. Public Law 19-4 includes additional future increases in the minimum wage rate, including a scheduled increase to \$12.00 per hour effective September 1, 2020. The current minimum wage rate and further information on scheduled increases may be found online as the Connecticut Department of Labor website: <http://www.ctdol.state.ct.us/wgwkstnd/wage-hour/pay002.htm>

Therefore, domestic workers employed in residences in the State of New York, the State of New Jersey and the State of Connecticut must be paid in accordance with the local minimum wage rates noted above. In addition, all new contracts between domestic workers and their employers must reflect the updated wage amounts and all existing contracts already in effect must be amended to reflect the updated wage amounts, with the changes initialed by both the domestic worker and the employer.

The United States Mission to the United Nations avails itself of this opportunity to renew to the Permanent Missions and Observer Offices to the United Nations the assurances of its highest consideration.